

SIGN ON BONUS REPAYMENT AGREEMENT

Employee Name: _____ Employee ID: _____

Employer Information:

Company Name: _____

Address: _____

Contact Person: _____

Agreement Details:

Sign On Bonus Amount (USD): _____ USD

Repayment Term (Months): _____

Repayment Method: _____

Clause 1 – Bonus Grant

Employer agrees to pay Employee a sign on bonus in the amount specified above, subject to the terms of this Agreement.

Clause 2 – Repayment Obligation

Employee agrees to repay the full amount of the sign on bonus if Employee's employment terminates voluntarily or for cause within the Repayment Term indicated above.

Clause 3 – Repayment Methods

Repayment may be made by lump sum payment or payroll deductions as agreed upon between Employer and Employee. Employer shall provide notice of repayment amount and schedule.

Clause 4 – Voluntary Termination

If Employee voluntarily terminates employment before expiration of the Repayment Term, Employee shall repay the pro-rata portion of the sign on bonus corresponding to the remaining months.

Clause 5 – Termination for Cause

If Employee is terminated for cause, the full sign on bonus amount shall be immediately due and payable.

Clause 6 – Governing Law

This Agreement shall be governed by and construed under the laws of the United States and the State in which the Employer's principal place of business is located, without regard to conflict of law principles.

Clause 7 – Entire Agreement

This Agreement constitutes the entire understanding between the parties regarding the sign on bonus repayment and supersedes all prior agreements or understandings, whether written or oral.

Clause 8 – Amendments

No amendment or modification to this Agreement shall be valid unless in writing and signed by both Employer and Employee.

Clause 9 – Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall remain in full

force and effect.

Clause 10 – Waiver

Failure by either party to enforce any provision of this Agreement shall not be deemed a waiver of future enforcement of that or any other provision.

Clause 11 – Notice

Any notices required or permitted by this Agreement shall be in writing and delivered personally, by certified mail, or by nationally recognized overnight courier to the addresses specified by the parties.

Clause 12 – Counterparts and Electronic Signatures

This Agreement may be executed in counterparts, each of which shall be deemed an original, and may be executed and delivered by electronic signature, which shall be deemed to have the same legal effect as an original signature.

Clause 13 – Acknowledgment

Employee acknowledges having read, understood, and voluntarily agreed to the terms of this Agreement.

Clause 14 – No Other Compensation

The sign on bonus is separate from and in addition to any other compensation or benefits Employee may receive.

Clause 15 – Recovery Costs

In the event Employer enforces this Agreement through legal action, Employee shall be responsible for all reasonable costs and attorney's fees incurred.

Clause 16 – Repayment Acceleration

Employer reserves the right to accelerate repayment upon any breach of this Agreement.

Clause 17 – No Admission

Nothing in this Agreement shall be construed as an admission of liability by either party.

Clause 18 – Binding Effect

This Agreement shall be binding upon and inure to the benefit of the parties and their respective heirs, legal representatives, successors, and assigns.

Clause 19 – Headings

Headings are for convenience only and shall not affect the interpretation of this Agreement.

Clause 20 – Effective Date

This Agreement is effective as of the date signed by both parties.

EMPLOYEE SIGNATURE

EMPLOYER SIGNATURE

Signature: _____

Signature: _____

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